

## **WHNS - EEO Public File Report**

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from August 1, 2004 to July 31, 2005 entitled the "**Recruitment Sources Report**" which includes the following information:

- \*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

- \*The Recruitment Sources used to fill those job vacancies, identified by name.

- \*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

- \*Each Recruitment Source listed by name, contact name, address and phone number.

- \*The total number of persons interviewed for job vacancies between August 1, 2004 to July 31, 2005.

3. A brief description of Recruitment Initiatives.

# WHNS INTERVIEWEE RECORDS REPORT

Job Vacancies: August 1, 2004, through July 31, 2005

This Report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.

# Interviewees	Referral Sources	Name	Contact Name/Title*	Telephone	Fax	Address1	Address2	City	State	Zip	E-mail Address
.	.	AAJA - Asian American Journalists Assoc.	Albert Lee	415.346.2051	415.346.6343	Professional Programs Coordinator	1182 Market St, Suite 320	San Francisco	CA	94102	post@aaja.org
.	.	AWRT Career Line	Alicia Edison/Administrator	703.506.3290	703.506.3266	1595 Spring Hill Road, Suite 330		McLean	VA	22182	awrt.org site -to list page online
.	1	Greenville Urban League	Brenda Croft/HR Director	864.244.3662	864.244.6134	15 Regency Hill Drive		Greenville	SC	29607	upstate@aol.com
.	.	National Association of Black Journalists	Warner Williams	301.445.7100	301.445.7101	8701-A Adelphi Road		Adelphi	MD	20783-1716	nabj.org-to list page online
.	.	National Association of Broadcasters	on line job listing	202.429.5497	202.429.5406	Employment Clearhouse	1771 N Street, NW	Washington	DC	20036	nab.org
.	.	National Association of Hispanic Journalists	Job Bank Coordinator	202.662.7145	202.662.7144	Career & Opportunity Exchange	1193 National Press Building	Washington	DC	20045-2100	jobbank@nahj.org
.	.	National Society of Black Engineers	Administrative Team	703.549.2207	703.683.5312	1454 Duke Street		Alexandria	VA	22314	www.nspe.org - list on-line only
.	.	Society of Broadcast Engineers	Scott Jones	317.253.1640	317.253.0418	9247 N. Meridian St., Suite 305		Indianapolis	IN	46260	kjones@sbe.org
.	1	South Carolina Broadcasters Association	on line job listing	803.777.6783	803.777.8729	USC College of Journalism	One Harbison Way, Suite 112	Columbia	SC	29212	SCBA.net-to list
.	.	Women in Communications-Gvl Chapter	Myra Simmons	864.234.2942	864.282.8509	Greater Greenville Chapter	P.O. Box 5264	Greenville	SC	29608	msimmons@greenvillechamber.org
.	.	Women in Communications-National Chapter	Patricia Troy	410.544.7442	410.544.4640	1244 Ritchie Hwy, Suite 6		Anncld	MD	21012-1887	womcom.org -to list for fee
.	.	Asheville Citizen Times - Classified Dept	Brittany Young	828.232.5908	828.253.4682	P.O. Box 2090		Asheville	NC	28802	byyoung@asheville.gannett.com
.	16	Greenville News Piedmont - Classified Dept	Lindsay Christensen	864.298.4221	864.298.4230	P.O. Box 1688		Greenville	SC	29602	christen@greenvilnews.com
.	5	Spartanburg Herald Journal	Nancy Mullinax/594-6325	864.582.2104	864.594.6349	P.O. Box 1657		Spartanburg	SC	29304	classified.lineads@shj.com
.	2	Spots-N-Dots	Classified Dept/ Dai	888.884.8630	607.729.7331	167 Oakdale Road		Johnson City	NY	13790	sellty@aol.com
.	.	Television Bureau of Advertising	Classified Dept	212.486.1111	212.935.5631	TV8 Web Page	3 East 54th Street	New York	NY	10022	tvb.org - to list on line
.	.	Broadcasting Magazine	Yuki Atsumi	866.258.1075	646.746.6954	360 Park Avenue South		New York	NY	10011	yatsumi@reedbusiness.com
.	2	Television Week (Electronic Media)	Eric Chasko	323.370.2415	323.658.6174	6500 Wilshire Blvd, Suite 2300		Los Angeles	LA	90048	tweekclassifieds@crain.com
.	.	Benedict College	Karen Rutherford	803.256.4220	803.253.5063	Career Placement Office	1600 Harden Street	Columbia	SC	29204	ruthark@benedict.edu
.	.	Greenville Technical College	Betty Vaughn	864.250.8222	864.250.8211	Career Placement Office	P.O. Box 5616	Greenville	SC	29670	www.greenvilletech.com - to post
.	.	Isothermal Community College	Jay Coomes	828.286.3636	828.288.4014	Career Placement Office	P.O. Box 804	Spindale	NC	28160	jcoomes@isothermal.edu
.	.	North Greenville College	Toney Parks	864.977.7122	864.977.7021	Career Placement Office	7801 N. Tigerville Rd., Box 1892	Tigerville	SC	29688	tparks@ngc.edu
.	.	North Greenville College	Linwood A. Hagin, PH.D.	864.977.7137	864.977.7021	Chair, Mass Communication Dept.	P.O. Box 1892	Tigerville	SC	29688	l.hagin@ngc.edu
.	.	South Carolina State University	Anna Haigler	803.536.7000	803.533.3630	Career Placement Office	300 College Street	Orangeburg	SC	29117	ahaigler@scsu.edu
.	.	Tri-County Technical College	Bulch Merritt	864.646.1570	864.646.1893	Career Placement Office	P.O. Box 587	Pendleton	SC	29670	bmerritt@tctc.edu
.	.	University of South Carolina-Spartanburg	John Montemayor	864.503.5124	864.503.5931	Career Placement Office	800 University Way	Spartanburg	SC	29303	jmontemayor@uscupstate.edu
.	4	South Carolina Job Service	June Harden/Gloria Griffin	864.242.3531	864.232.1544	Attn: Greenville Work Force Center	PO Box 328	Greenville	SC	29602	ggriffin@scscs.org
.	.	Lander University	Allison Wooten	864.388.8243	864.388.8809	Career Placement Office	320 Stanley Avenue	Greenwood	SC	29649	alewis@lander.edu
.	2	MediaLine.Com		831.648.5200	831.648.5204	P.O. Box 51909		Pacific Grove	CA	93950	Medialine.com
.	.	mediabizjobs.com	John Stipe	406.570.9263	406.582.7676	P.O. Box 10123		Bozeman	MT	59719	jstipe@mediabizjobs.com
.	12	TVJOBS.com		760.754.8177	760.754.2115						tvjob.com
.	1	TVWEEK.com	Eric Chasko	323.370.2415	323.658.6174	6500 Wilshire Blvd, Suite 2300		Los Angeles	LA	90048	tweek.com
.	.	602 Communications	Graeme Newell	704.543.1426	407.540.9336	6839 Charter Hills Road		Charlotte	NC	28277	gnewell@602communications.com
.	.	meredith.com									meredith.com
.	9	foxcarolina.com									foxcarolina.com
.	2	careerbuilder.com		888.424.2562							
.	21	Industry/Employer Referral									
.	.	Internal Promotion									
.	17	Internal Candidate									
.	5	Networking/Walk-In									
TOTAL 100											

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

\*If contacts change during the reporting period, note date and name changes below.

8/09/04	Greenville Technical College - Contact changed from Frances Brockman to Betty Vaughn (prefers all postings on website - www.greenvilletech.com)
9/10/04	Change in contact person at Greenville News Piedmont from Natalie Satterfield to Monica Miller.
9/13/04	Added contact person for Spartanburg Herald Journal - Nancy Mullinax.
9/29/04	Added Isothermal Community College and Lander University to contact list per their requests.
11/16/04	Change in contact person at University of South Carolina-Spartanburg (USC Upstate Career Center) from Sherry McAdams to John Montemayor.
11/16/04	Added new contact - Linwood Hagin, PH.D., Chair, Mass Communication Dept @ North Greenville College.
1/20/05	Change in contact person at Greenville News Piedmont from Monica Miller to Lindsay Christensen.
1/31/05	Added referral source - AAJA (Asian American Journalists Association)

**WHNS Recruitment Initiatives Report**  
**August 1, 2004 through July 31, 2005**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Code of Business Conduct and Ethics Web-Based training program	August 1, 2004 - July 31, 2005	Department heads, supervisors and employees (including the General Manager) participated in the Code of Business Conduct and Ethics web-based training program. This program reviewed business practices and procedures, including an overview of equal employment opportunity regarding harassment and discrimination.	Meredith Corporation's EEO & Employee Relations Department
Equal Employment Opportunity Web-Based training program	August 1, 2004 - July 31, 2005	Department heads, supervisors and employees participated in the Equal Employment Opportunity web-based training program. This program reviewed discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
Internship Program	August 1, 2004 - July 31, 2005	17 students participated in the WHNS Internship Program. Interns worked in the News, Production, Graphics, Creative Services and Sales departments. These interns performed such duties as floor direction, operating studio camera/prompter, system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities, researching log discrepancies and network desktop administration.	Bob Jones University Clemson University Florida State University Furman University Lander University New York University North Greenville College Tri County Tech-Pendleton, SC University of South Carolina USC-Upstate
WHNS Web Site	August 1, 2004 - July 31, 2005	WHNS web site instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are listed.	WHNS Web Site
WHNS-TV on-air announcements	August 1, 2004 - July 31, 2005	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are listed.	WHNS - TV
Unity Conference Washington, DC	August 3 - 7, 2004	Participated in the Media and Career Expo on 8/03/04 - 8/07/04 in Washington, DC. We provided a detail list of all job openings available at the station and informational handouts were available that gave our office locations and detailed description of all available positions. Meredith employees were there to answer questions. The conference attracted nearly 10,000 journalists from NABJ, NAHJ, NAAJ and National Assoc. of Native American Journalist. Key note speakers were: President George Bush, John Kerry and Colin Powell.	Journalist of Color 2004 Convention

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**August 1, 2004 through July 31, 2005**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting	August 5, 2004	9 Girls / 2 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in how we create a newscast, select our news stories and cover breaking news stories. Questions may be asked by the group at any point during the tour. Tour Leaders: WHNS Technical Director and National Sales Assistant	Girl Scout Troop #544 & #427
Media Sponsor/ Partner	August 7 - 11, 2004	WHNS' sponsorship of the Urban League of the Upstate Job Fair. Station produced "Job Tips Series" for interviewee's on how to dress, how to prepare a resume, questions to ask, etc., spots aired 8/07/04 - 8/11/04 leading to the career connection on 8/11/04. WHNS aired a total of 43 spots, and also ran a news story on Saturday, 8/07/04, and Sunday, 8/08/04 on "The 10 O'Clock News" promoting the Urban League job fair.	Greenville Urban League of the Upstate's 2004 Career Connection
Job Fair	August 11, 2004	WHNS Department heads (Phyllis Olson, Stan Crumley, Terry Conway, Alan DeFlorio, Jerry Garvin & Joan Lovelace) manned the station's booth at the annual Career Connection Job Fair. Managers spoke with job seekers concerning current WHNS' job openings. Actively recruited for a Graphic Artist, Local Sales Account Executive and interns.	Greenville Urban League of the Upstate's 2004 Career Connection
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	August 19, 2004	Four students from Boiling Springs High School job shadowed in WHNS' newsroom from 2:00 - 4:00 PM on August, 19, 2004, and observed the daily editorial meeting, story assignment for the night, editing systems and production control operations. This was a class requirement for these students.	Boiling Springs High School
Programs sponsored by educational institutions relating to career opportunities in broadcasting	September 23, 2004	8 Children / 2 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in how we create a newscast, how satellite works and all aspects of a television studio. Questions may be asked by the group at any point during the tour. Tour Leaders: WHNS Technical Director and National Sales Assistant	New Grove Baptist Youth Group
Safety Presentation	September 25, 2004	WHNS Talent, Diana Watson emceed a bicycle rodeo held in the parking lot of Kohl's Department Store on Woodruff Road in Greenville. This event was aimed at improving bike safety. Dozens of free bike helmets were given to the children and they were invited to ride their bicycles through an obstacle course.	Greenville Safe Kids

**WHNS Recruitment Initiatives Report**  
**August 1, 2004 through July 31, 2005**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	October 6, 2004	Weather Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to 2nd graders about the different seasons and weather changes we experience in our area, and what it is like to be a broadcast meteorologist. Spoke to the students about weather safety. Questions and answers followed the session.	Bethel Elementary School
Freedom of Information Act	October 8, 2004	WHNS Talent, Diana Watson was the speaker at the SC Association of Legal Investigators about the Freedom of Information Act. The purpose for these private investigators was to understand the research tools used by the media when conducting our own investigations. Answered a number of questions and spoke to approximately 100 people attending conference.	SCALI Conference Spartanburg, SC
Programs sponsored by educational institutions relating to career opportunities in broadcasting	October 11, 2004	WHNS Talent, Diana Watson moderated the debate involving three school board candidates in Greenville County. The candidates were asked questions and answered them providing their own personal insight to the audience which included students, parents and school officials. The attendees and candidates were impressed with Diana's professionalism as a political moderator. A WHNS Photographer was there to shoot video at this event.	Riverside Middle School
Programs sponsored by educational institutions relating to career opportunities in broadcasting	October 14, 2004	10 Boys / 4 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was more interested in the technical aspect, news production, computer graphics and commercial production. This group also wanted to understand what type of experience and education is needed to work at a broadcast station. Questions may be asked by the group at any point during the tour. Tour Leaders: WHNS Technical Director and National Sales Assistant	Palmetto Boys Shelter
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	November 3, 2004	Weather Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to 2nd graders about the different seasons and weather changes we experience in our area, and what it is like to be a broadcast meteorologist. Spoke to the students about weather safety. Questions and answers followed the session.	Westcliffe Elementary
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	November 10, 2004	Weather Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to 8th grade boys about our job responsibilities and what it is like to be a broadcast meteorologist. We talked about educational requirements needed for news and/or meteorology. Questions and answers followed the session.	League Academy
Career Day	November 17, 2004	Career Day Presentation by WHNS Talent, Michael Smith and Jillian Simmons about the different jobs in broadcasting, educational requirements for meteorologists, and how we do our jobs on television. Questions and answers followed the session.	Blue Ridge High School

**WHNS Recruitment Initiatives Report**  
**August 1, 2004 through July 31, 2005**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	November 17, 2004	Two students from Career & Technology Center at Anderson School District shadowed for two hours in Master Control, two hours in Promotions/Creative Services and one hour in the News Room. Students participated in discussions with WHNS employees about their job functions and required job training.	Anderson School Districts 1 & 2 Career & Technology Center
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	November 19, 2004	Weather Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to Kindergarten through 8th grade students about our job responsibilities and what it is like to be a broadcast meteorologist, and how a television station operates. Questions and answers followed the session.	New Hope Baptist Church
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	November 19, 2004	Two students from Career & Technology Center at Anderson School District shadowed for two hours in Master Control, two hours in Promotions/Creative Services and one hour in the News Room. Students participated in discussions with WHNS employees about their job functions and required job training.	Anderson School Districts 1 & 2 Career & Technology Center
Programs sponsored by educational institutions relating to career opportunities in broadcasting	December 2, 2004	4 Girls / 3 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in how we create a newscast, news operations, live truck satellite operations and editing. Questions may be asked by the group at any point during the tour. Tour Leader: WHNS Technical Director	Girl Scout Troop #355
Programs sponsored by educational institutions relating to career opportunities in broadcasting	January 13, 2005	11 boys / 11 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in meeting our newscast anchors and reporters, and seeing themselves on television. Questions may be asked by the group at any point during the tour. Tour Leader: WHNS National Sales Assistant	Boy Scout Troop #14
Career Day	January 21, 2005	Career Day Presentation by WHNS Anchor, Diana Watson. Spoke with the 3rd grade class about working in the news business and how video and stories make the air. Questions and answers followed the session.	Crestview Elementary School
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	January 28, 2005	Presentation by WHNS Anchor, Diana Watson. Spoke with elementary students about working in the news business and how video and stories make the air. Showed students videotape of newscast. Questions and answers followed the session.	Chandler Creek Elementary
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	February 2, 2005	Weather and News Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to 6th grade students about news stories and basic weather patterns and what it is like to be a broadcast meteorologist. Spoke to the students about broadcast meteorologist weather safety. Questions and answers followed the session.	Barry Shoals Intermediate School

**WHNS Recruitment Initiatives Report**  
August 1, 2004 through July 31, 2005

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
School Science Fair	February 4, 2005	Weather Presentation for science day by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to 3rd, 4th and 5th graders about basic weather patterns and what it is like to be a broadcast meteorologist. Spoke to the students about weather safety. Questions and answers followed the session.	Brock Glenn Elementary
Programs sponsored by educational institutions relating to career opportunities in broadcasting	February 17, 2005	WHNS Producer, Deilia Williams was present at the senior's final project presentations which included animation and web design using multi-media. The students were asked questions regarding their projects. The students were also very interested in job placement.	ITT Technical College
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 4, 2005	11 Girls / 5 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in how we create a newscast, what schools you have to go to in order to work at a television station, and they particularly enjoyed learning about how weather was forecasted. Questions may be asked by the group at any point during the tour. Tour Leader: WHNS National Sales Assistant	Brownie Troup #149
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 5, 2005	WHNS Talent, Jillian Simmons was Judge and MC for Student Design Challenge sponsored by General Electric. The event involved approximately 40 physics and science students in the 9th and 10th grades from area schools. These students were given a challenge for the day and had a few hours to come up with a plan and design. As the judge, discussed strategy with the students and evaluated their progress and final products. As the MC, announced the final results presented the awards to the students.	General Electric - Student Design Challenge
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 10, 2005	6 Children / 2 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was able to see behind the scenes of the newscast which they found most thrilling, and they especially enjoyed seeing how the weather was forecasted and how we used the green screen to show the weather. Questions may be asked by the group at any point during the tour. Tour Leader: WHNS National Sales Assistant	Wolfs Cubs Pack #107
Equal Employment Opportunity Management Awareness and Prevention Training	March 17, 2005	Seven department heads and managers participated in a EEO awareness training session. This training was conducted by Meredith's EEO Awareness & Employee Relations Department. The training covered topics such as employment discrimination (age, disability, gender, national origin, religion and race) as well as how to identify and prevent sexual harassment and discrimination in the workplace.	Meredith Corporation's EEO and Employee Relations Department

**WHNS Recruitment Initiatives Report**  
August 1, 2004 through July 31, 2005

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 24, 2005	4 Boys / 4 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in how we create a newscast, and they particularly enjoyed learning about how weather was forecasted. Questions may be asked by the group at any point during the tour. Tour Leader: WHNS National Sales Assistant	Tiger Cubs Den 3 - Pack #107
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 1, 2005	WHNS News Assignment Editor and Chief Editor members of the Tri-County Advisory Committee met with school officials and given an overview of the school's programs and needs. Suggestions were made on course ideas and changes to their existing coursework was discussed.	Tri County Tech-Pendleton, SC
Job Fair	April 5, 2005	Participated in annual SCBA career job fair. Manager spoke with over 150 students regarding job possibilities and their area of interest. Recruited rising seniors and juniors for internships. Spoke with University department heads who accompanied students, and provided literature regarding WHNS internship program.	South Carolina Broadcasters Associations Annual Collegiate Job Fair - Columbia, SC
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 7, 2005	4 Boys / 4 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in how we create a newscast, and how the news is put on the air from the standpoint of production control. They enjoyed seeing themselves on camera, and then learning about the function of the edit bay. Questions may be asked by the group at any point during the tour. Tour Leaders: WHNS National Sales Assistant and Studio Technician	Cubs Scout Den 2 Prince of Peace Pack #259
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 14, 2005	WHNS Producer, Deilia Williams met with students at ITT Technical College to shoot and edit PSA spots for the Children's Little Theater. These spots are then taken to the station for review and suggestions on any needed improvement. From this experience, these students have learned a ten second spot will normally get more air time than a thirty or sixty second spot when it comes to PSA's. These students are then able to use this experience on their resumes.	ITT Technical College
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 14, 2005	6 Boys / 6 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was especially interested in production control, and they were allowed to move the cameras, and explained how the newscast is produced. Questions may be asked by the group at any point during the tour. Tour Leaders: WHNS Technical Director and National Sales Assistant	Tiger Cubs Pack #6



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**August 1, 2004 through July 31, 2005**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Awards Ceremony	April 19, 2005	WHNS Talent, Diana Watson spoke to church member's of Eastlan Baptist Church's media group. This group is in charge of taping and airing the weekly church services on a local television station. This was an awards ceremony for those involved in the broadcasts. These members were informed about the requirements and responsibilities of a News Anchor at Fox Carolina, and they asked many questions about the challenges of airing a live newscast.	Eastlan Baptist Church
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 25, 2005	WHNS talent, Diana Watson was asked to moderate a panel discussion, at the Women in Business Luncheon, aimed at telling women more about the business climate in the Upstate. Questions were asked to panelists who work in local business, and they told the 500 member audience about the challenges and successes they face every day. Received excellent feedback from the group, and was complimented on asking informed questions.	USC-Upstate Spartanburg Chamber of Commerce
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 26, 2005	Weather Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to sixty church members at First Baptist Church about weather safety and how they forecast weather patterns.. Questions and answers followed the session.	First Baptist Church Laurens, SC
Programs sponsored by educational institutions relating to career opportunities in broadcasting	May 16, 2005	Weather Talk by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to twelve students and one teacher. Talked about weather safety and how they forecast weather patterns. Questions and answers followed the session.	Greenville Classic Academy
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	July 20, 2005	Weather Presentation by WHNS Broadcast Talent, Michael Smith to forty-five students at Mauldin Montessori School about basic weather patterns and what it is like to be a broadcast meteorologist. Spoke to the students about weather safety. Questions and answers followed the session.	Mauldin Montessori School
Programs sponsored by educational institutions relating to career opportunities in broadcasting	July 27, 2005	WHNS Producer, Deilia Williams interviewed ITT students as if they were applying for a job in Creative Services at Fox Carolina. Questions were provided by the producer and the ITT staff. These students were then graded on their interviews.	ITT Technical College

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**Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2004 to July 31, 2005.**  
For the period of August 1, 2004 to July 31, 2005, WHNS filled the following job vacancies as defined by the FCC EEO rules.

**Job Vacancies: August 1, 2004 to July 31, 2005**

[illegible]

\* There was a deviation from normal recruitment procedures for this position due to station specific needs

**Key:**  
R/S/O=Requesting Sources/Organizations that requested and received the job vacancy notice.  
X= Represents All Recruiting Sources that received the job vacancy notice.

X= Represents All Recruiting Sources that received the job vacancy notice.  
US= Referral Source

HS=Rec

LEVER-HiCo was referred by Industry Refer

IP = Internal Promotion = this only applies for those job vacan